The Influence of Work Motivation and Leadership Style on Employee Work Discipline in the Environmental Management and Mining Support Work Unit

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Abstract
This study aims to determine the influence of work motivation and leadership style on employee work discipline in the environmental management and mining support work unit at PT Bukit Asam, Tbk. The population in this study is all employees in the environmental management and mining support work unit at PT Bukit Asam, Tbk in 2023 as many as 300 organic and outsourcing employees. The sample of respondents in this study became 172 organic and outsourced employees at PT Bukit Asam, Tbk with calculations using the slovin formula. The results of multiple linear regression analysis show that work motivation and leadership style have a positive and significant effect on work discipline. Work motivation, is expected to maintain good relations between fellow employees and superiors in one work team. Leadership style, the role of superiors needs to be evaluated in giving appreciation to employees, especially employees who provide good work results.

Introduction
Human resources are the most valuable investment and the most solid foundation to support the success of a company. In this case, the company will look for the potential of quality human resources and develop them into a figure rich in competencies so that they can support the company's performance in the future. Companies really need competent and qualified human resources, especially in this era of globalization. All business organizations must be ready to adapt and strengthen themselves in order to compete so that they are able to answer all challenges in the future. Human resources who are employees must always play an active and dominant role in every organizational activity because humans are planners, actors and determinants of the realization of goals.

Motivation and leadership style are thought to greatly affect employee work discipline. One of them is PT Bukit Asam, Tbk, where this is a company engaged in coal mining, employees who are required to be able to comply with all regulations that have been set, especially for employees in the environmental management and mining support work unit that requires employees to obey all applicable regulations. This is done because this part of the work has a direct relationship with the environment, where there needs to be obedience that must be done by employees so that unwanted risks do not occur.

However, the state of work discipline of employees of PT Bukit Asam, Tbk, especially in the Environmental Management and Mining Support Work Unit (PLPT) as follows: (1) Attendance at General Safety Talk, less than 70%; (2) The reason for the absence of General Safety Talk is more than 50% due to the reason of no vehicle; (4) There are still many employees who do not comply with the rules of working hours (not absent / TA, not absent
from home / TAP, absent or leave prematurely / U, and late / Law). From the situation as mentioned above, research on this situation is needed to obtain clear and representative information data; (5) The accuracy and speed of completion of work targets given by superiors, which are included in the employee's Key Performance Indicator (KPI).

Table 1. Attendance Data of the Environmental Management and Mining Support Work Unit / PLPT for the January – July 2023 Period

<table>
<thead>
<tr>
<th>Moon</th>
<th>Number of Employees</th>
<th>Information</th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>No Absence/ TA</td>
<td>No Absence from Home/ TAP</td>
<td>Defaulter/ U</td>
<td>Late/ UU</td>
</tr>
<tr>
<td>January</td>
<td>100</td>
<td>12</td>
<td>18</td>
<td>1</td>
<td>3</td>
</tr>
<tr>
<td>February</td>
<td>100</td>
<td>11</td>
<td>17</td>
<td>0</td>
<td>5</td>
</tr>
<tr>
<td>March</td>
<td>100</td>
<td>15</td>
<td>13</td>
<td>0</td>
<td>10</td>
</tr>
<tr>
<td>April</td>
<td>100</td>
<td>8</td>
<td>10</td>
<td>1</td>
<td>9</td>
</tr>
<tr>
<td>May</td>
<td>100</td>
<td>5</td>
<td>8</td>
<td>0</td>
<td>2</td>
</tr>
<tr>
<td>June</td>
<td>100</td>
<td>6</td>
<td>11</td>
<td>0</td>
<td>3</td>
</tr>
<tr>
<td>July</td>
<td>100</td>
<td>9</td>
<td>10</td>
<td>0</td>
<td>2</td>
</tr>
</tbody>
</table>

Source: Operational HR, processed 2023

Based on the data in Table 1 and Figure 1 above, it can be seen that in the period from January to July 2023 there are still employees whose absenteeism rate is less disciplined in terms of absenteeism and employee delay, this shows an indication of not optimal work discipline in the Environmental Management and Mining Support Task Force / PLPT where the level of indiscipline for the January to July 2023 period is still 30%.

Methods

The population in this study is all employees in the environmental management and mining support work unit at PT Bukit Asam, Tbk in 2023 as many as 300 organic and outsourcing
employees. Based on calculations using the Slovin formula, the sample of respondents in this study became 172 organic and outsourced employees at PT Bukit Asam, Tbk. This was done to facilitate data processing and for better test results. Samples are taken based on random sampling techniques where researchers provide equal opportunities for each member of the population (organic and outsourced employees) to be selected into a random sample that exists in the population itself. The primary data in this study was collected by data collection method through questionnaires distributed to all employees in the environmental management and mining support work unit at PT Bukit Asam, Tbk in 2023 as many as 172 employees. The questionnaire in this study is a statement related to the variables of work motivation and leadership style towards work discipline in the environmental management and mining support work unit at PT Bukit Asam, Tbk in 2023.

**Result and Discussion**

The value of the work motivation variable (X1) is 8.748 and the significance value is 0.000, then the > value is (8.748 > 1.974) or the value (Sig.) 0.000 < 0.05. This means that work motivation has a significant effect on the work discipline of employees of the environmental management and mining support work unit at PT Bukit Asam, Tbk. This proves that the first hypothesis of work motivation has a positive and significant effect is acceptable.

The value of the leadership style variable (X2) is 6.930 and the significance value is 0.000, then the > value is (6.930 > 1.974) or the value (Sig.) 0.000 < 0.05. This means that leadership style has a significant effect on the work discipline of employees of the environmental management and mining support work unit at PT Bukit Asam, Tbk. This proves that the hypothesis of both leadership styles has a positive and significant effect is acceptable.

**The Effect of Work Motivation on the Work Discipline of Environmental Management and Mining Support Work Unit Employees at PT Bukit Asam, Tbk**

The results of the analysis obtained in this study show that work motivation has a positive and significant effect on work discipline so that the first hypothesis can be accepted. The results of this study are in line with the results of research from (Uloli, 2023); (Uy, 2023); Kim et al., 2023); (Vanesa, 2023); (Trisna &; Novianingsih, 2023); (Hersona, 2022); (Kaseke, 2022); (Sean, 2022); (Ahmad, 2022); (Susanty, 2022); (Umami, 2021); (Dopas et al., 2020); (Jatari, 2020); (Rahadian, 2019); (Son, 2019) which shows that work motivation has a positive and significant effect on work discipline.

Based on respondents' responses to indicators, I will give better work results than my colleagues show the lowest scores. It is alleged that some employees said the work at the environmental management and mine support work units was required to work together in teams. With this, employees can provide equal work results and be fair in the distribution of work. This has a positive impact as well, because it reduces conflicts between fellow employees to stand out from each other in the work team. So with the work done with a team like this, it will make each other work work together to provide good work results in accordance with the company's targets and expectations.

Respondents' responses to my indicators will provide good work results for agencies showing the highest scores. This shows that employees at PT Bukit Asam, Tbk will always strive to provide good work results in accordance with the company's expectations. Based on interviews with several respondents who are employees of PT Bukit Asam, Tbk in the environmental
management and mining support work unit who are also respondents in this study said employees will provide good work results. Carry out all work procedures in accordance with SOPs and comply with orders, rules and prohibitions imposed by the company. This will also have an impact on employees in order to carry out work in accordance with the targets set by the company.

The Influence of Leadership Style on the Work Discipline of Environmental Management and Mining Support Work Unit Employees at PT Bukit Asam, Tbk

The results of the analysis obtained in this study show that leadership style has a positive and significant effect on work discipline so that the second hypothesis can be accepted. The results of this study are in line with the results of research from (Basalamah, 2023); (Uy, 2023); (Abdelwahed, 2023); (Pagiu, 2023); (Kim et al., 2023); (Abas, 2023); (Trisna & Novianingsih, 2023); (Hersona, 2022); (Alam & Dewi, 2023); (Susanty, 2022); (Sulistyaningsih, 2021); (Ichsan, 2021); (Umami, 2021); (Dopas et al., 2020); (Winarno, 2020); (Jatari, 2020); (Adhitya, 2020); Surya et al. (2019); (Rahadian, 2019); (Sentosa, 2019); (Muthi, 2019); (Son, 2019) Shows the results that leadership style has a positive and significant effect on work discipline.

Based on respondents' responses to the indicator of giving praise if subordinates work well, it shows the lowest value of 3.86. It is suspected that the leadership style of superiors at PT Bukit Asam, Tbk does not give praise to subordinates if employees provide good work results. The lack of role of superiors in giving appreciation to employees is still very much felt. This should be important to do so that employees are more enthusiastic in carrying out the work given, especially in good work results even exceeding the targets set by the company.

Respondents' responses to the indicator of leader giving support to subordinates showed the highest value. This shows that superiors at PT Bukit Asam, Tbk provide support to employees in carrying out their assigned duties and work. Bosses provide supportive support to employees. This is very good for the relationship between superiors and subordinates to be able to interact and establish good and harmonious relationships.

Conclusion

Work motivation has a positive and significant effect on the work discipline of employees of the environmental management and mining support work unit at PT Bukit Asam, Tbk. Leadership style has a positive and significant influence on the work discipline of employees of the environmental management and mining support work unit at PT Bukit Asam, Tbk.

References


